

The NICHD Connection

July 2020

INSIDE THIS ISSUE

Former Fellow Follow-Up: Industry Edition with Drs. Weaver, Kouse, and Raina	1
Letter from the Editor	2
Book Review: <i>Next Gen PhD</i> by Melanie V. Sinche	10
Clinical Corner: Meet Dr. Iris Hartley	11
Life Outside Lab	12
The Rep Report	13
July Announcements	14
July Events	17

EDITOR IN CHIEF

Shana R. Spindler, PhD
shana.spindler@nih.gov

LAYOUT & DESIGN

Nichole Swan

BACKGROUND PHOTOGRAPHY

See [Credits page](#) online

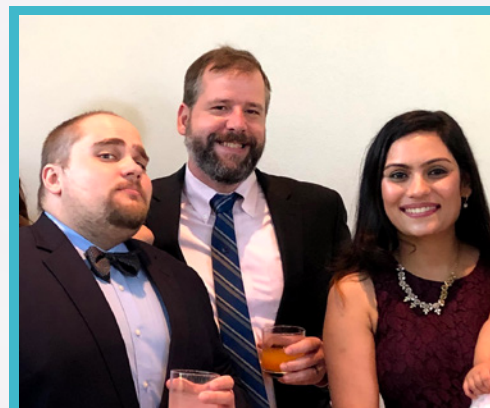
CONTRIBUTORS

Anshika Jain, PhD
Amrita Mandal, PhD

Former Fellow Follow-Up: Industry Edition with Drs. Weaver, Kouse, and Raina

By Shana R. Spindler, PhD

In a first of its kind for *The NICHD Connection*, we are following up with not one, but three, former fellows who entered a career in industry. In this panel-style Q&A, Drs. Jeremy Weaver, Andy Kouse, and Medha Raina (all former Storz lab postdocs) answer pertinent questions about industry careers. But first, each former fellow will introduce themselves:



Left to right: Jeremy Weaver, PhD, Andy Kouse, PhD, and Medha Raina, PhD

Jeremy Weaver, PhD

I worked in the lab of Dr. Gigi Storz, where I endeavored to identify new small proteins in bacteria and characterize their functions. I was at the NIH for just under four years, from 2015–2019. I now work as a research and development (R&D) scientist for Thermo Fisher Scientific. My primary responsibilities are to innovate and develop new products in the area of protein biology. Before our current pandemic, I spent most of my time at the bench.

Andy Kouse, PhD

I joined Dr. Gigi Storz's laboratory as a postdoc in 2014 and left in 2019. While in Gigi's lab, I studied small RNAs, which are similar to eukaryotic miRNAs. I was involved in projects to characterize their evolution, processing and function. Upon leaving Gigi's lab, I joined the biotechnology company Paragon Bioservices, which is a subsidiary of Catalent Pharma Solutions. Paragon functions as a contract development company that works alongside clients and the FDA to research, manufacture, test and distribute vaccines and gene therapies. I work as an associate scientist in our Analytical Development department, where I develop and execute tests to ensure the quality of our gene therapy solutions at every step of the manufacturing process.

(continued on page 3)

Letter from the Editor

"If I ever had the opportunity to try something new, or to try something different and exciting, I always gravitated towards that," said Dr. Claire Le Pichon in her lecture for the virtual series *An Afternoon with an NIH PI* on May 21, 2020. During her talk, Dr. Le Pichon described her winding career path around the world, including a six-year postdoctoral stint at Genentech in San Francisco, California. She loved the team science approach in industry, each individual working toward a common goal. Dr. Le Pichon ultimately left industry to form an independent research lab (yes, that is possible!), but her time in industry clearly shaped her approach to science.

Dr. Le Pichon's talk was an inspiration while planning this industry-focused issue. So much of scientific doctoral and postdoctoral training happens in academic labs that first-hand information about industry careers is often absent. We've reached out to three industry-track former fellows (Drs. Jeremy Weaver, Andy Krouse, and Medha Raina) for a special-edition **"Former Fellow Follow-up" Q&A**. You'll also find several quotes from their advisor, Dr. Gisela "Gigi" Storz, about aspects of her mentorship style that help fellows find career paths that suit their personal desires and skill sets.

Career path selection can be a daunting endeavor, and industry is just one option among many for scientists. In **our first book review**, postdoc Dr. Amrita Mandal offers a synopsis of *Next Gen PhD* by Melanie V. Sinche, a popular book with examples and exercises for making a successful career transition following your postdoctoral studies.

Enjoy the rest of this jam-packed issue, including an introduction to Dr. Iris Hartley in **"The Clinical Corner,"** Dr. Anshika Jain's **"Rep Report,"** a peek at Dr. Charly Guardia's WebEx session about Argentina in **"Life Outside Lab,"** and several new **announcements** and **events**. Enjoy summer, everyone!

Your Editor in Chief,
Shana R. Spindler, PhD

Question or comments? Please contact our editor at shana.spindler@nih.gov.

If you have a specific scientific career you'd like to see highlighted in the newsletter, we encourage you to reach out! Please send an email to our Editor in Chief, Dr. Shana Spindler (shana.spindler@nih.gov) or to our NICHD Office of Education Director of Outreach and Communications, Dr. Triesta Fowler (fowlerlt@mail.nih.gov), with your career interests and questions.

Former Fellow Follow-Up: Industry Edition

(continued from page 1)

Medha Raina, PhD

I joined NIH in 2014 and was in Dr. Gisela Storz's lab for almost five years. While in Gigi's lab, my projects involved identifying and characterizing non-coding regulatory RNA that also encode regulatory small proteins. In 2019, I also joined Paragon. I work as an Associate Scientist III in the upstream process development department where I am involved in developing and performing analytical methods to support process development activities.

Without further ado, let's kick-off our industry Q&A. Enjoy!



Thinking back to when you were postdocs, what questions were most important to ask about careers in industry?



JEREMY

I feel like I never asked anyone very specific questions about their day-to-day activities. I didn't think about companies having more moving parts than an academic lab. Going back, I might ask questions like: How often do you have meetings, and who attends these meetings? Do you ever perform tasks that you didn't think you would, and if so, what were those tasks? Are you ever concerned about the financial situation at your work, and how often do people talk about resource availability? Who do you work with on a daily or weekly basis? How many people at work know your name?



ANDY

I think that the most important question to ask about industry is what career paths are available? Graduate students and most postdocs go through similar training in university or government laboratories, which fosters a very specific idea of what a career in science entails. Industry jobs can consist of bench work and have the same feel as an academic or government lab, or jobs can be more varied and include positions specializing in regulatory work, safety, technology transfer, document writing and review, manufacturing, product development, etc. These jobs can also be quite specific. If someone enjoys a certain aspect of science, there is probably a job that will fit those interests. Even if someone is not looking to industry as a career path, I would suggest doing searches on job sites just to see what is available.

(continued on page 4)

Former Fellow Follow-Up: Industry Edition

(continued from page 3)



MEDHA

The one thing that struck me the most on joining industry was my lack of knowledge regarding various departments or positions that are available, which leads to missed opportunities. I wish I had asked someone about the roles within these departments, and if they would hire someone with my skill sets for either bench or non-bench roles. Another question I would have loved to ask is how much of an impact does postdoc length or publication number have on landing a job in industry?



I noticed a similarity in Andy's and Medha's responses and would like to follow up on it: For each of your respective companies, could you describe the different career paths available, and, if known, what skill sets might make a postdoc hireable for those different departments in the company?

The most obvious career path is as an **R&D scientist**, but this requires more than just good lab hands and a pile of publications. With more PhDs on the market than ever before, presentation skills and an innovative mind are becoming necessary traits.

An intermediate between bench and non-bench work, **quality (assurance or control)** is an option for those with a strong background in data analysis.

The easiest route to a non-bench job would be to start in R&D, as Thermo Fisher loves to promote and hire internally. Scientists have moved to areas like **program management** and **product management** without formal training or certification. Without this stepping stone, both formal training and experience would be required for program management. For product management, a lack of experience could be made up for with strong presentation, interpersonal, and analytical skills.

Manufacturing is also an option (these positions often have a "scientist" title). This requires many of the same skills as program management (organizing groups and processes) but without the formal training requirement.

There are also many options that are off the bench that only require strong presentation and interpersonal skills, such as **technical support**, **sales**, and **field application** work. Many scientists also look to industry for its **manager route**. While every person between me and my CEO has a PhD, I will honestly tell you that a postdoc is not going to be hired as a manager under any normal situation.



JEREMY

(continued on page 5)

Former Fellow Follow-Up: Industry Edition

(continued from page 4)

I think Jeremy has already mentioned all the main career paths available for postdocs in industry at Catalent. Overall, the most important skills for industry, apart from technical knowledge, are interpersonal and communication skills. I agree with Jeremy that once you get into industry, it's easy to transfer to other departments and roles. At Catalent, it's highly encouraged to gain experience working in different departments.

The **process development** department (and similarly **manufacturing and operation**) would be an easy transition, as the main activities involve designing, setting up, and executing process development experiments and providing recommendations for process improvements (from bench scale to bioreactors).

Project/program manager is a non-bench career alternative at Catalent; however, this requires some industry knowledge. You can make this transition after maybe a year or so working in industry, as it requires some professional experience and knowledge about project management practices. For project/program management, postdocs must have excellent communication and presentation skills.

Positions in **quality assurance and quality control (QA/QC)** involve planning and monitoring scientific manufacturing in accordance with guidelines and legislation. Required skills include being extremely detail oriented and having excellent written and communication skills, as this job involves a lot of documentation. An example position that a postdoc can transition into is **QC scientist in method development, method transfer or analytical development**. Some of the positions in QA/QC have non-bench roles, especially in quality assurance.

I think Andy can point out if I have missed something.



MEDHA



"From the get-go, I say it's important that fellows find the career they feel happy in and that fits their skill set. I'm happy whenever someone finds a career path that makes *them* happy! I am proud of people in my lab who are successful in industry, and so I talk about that as a success."

~Dr. "Gigi" Storz
on how she
helps fellows
feel comfortable
talking honestly
about career
goals



(continued on page 6)

Former Fellow Follow-Up: Industry Edition

(continued from page 5)



ANDY

Adding to what Medha has said, **QC scientist** jobs at the bench consist of testing samples at every step in the production cycle using a variety of molecular biology techniques including PCR based assays, western blots, SDS-PAGE, electron microscopy, etc., and developing methods required to test these samples.

In contrast, a non-bench quality control path is as a **QC reviewer or document writer**. In this role, you review or write documents to ensure everything meets FDA guidelines. These positions require a strong attention to detail and communication skills.

Another position is a **production engineer**. These individuals work to manufacture the vaccines and gene therapies that we ultimately distribute to our patients. Each of these positions require good technical and trouble shooting skills, which transfer well between a postdoc and an industry position.

Something that Medha mentioned, and I want to emphasize, is that good documentation skills are required for each position. Every step of each process must be documented to ensure that the therapeutics that are being distributed are up to guidelines.



It's nice to see how many bench and non-bench options are available to scientists in industry. What are your day-to-day tasks in your respective roles? I also want to loop back around to some of the topics Jeremy brought up earlier, such as frequency and content of meetings, unexpected tasks, and co-worker rapport.



JEREMY

My primary tasks are to design and perform experiments to advance the development of new products. Documentation (aka my lab notebook) is probably my most important secondary task. On a regular basis, I also need to prepare for and present at project meetings. I am encouraged to spend ten percent of my time innovating, which often means reading papers.

The most important meetings are the project meetings, which are usually weekly. The core members of these meetings are the R&D scientists and managers on the project, product management, and program management. As the product proceeds towards completion, members from quality, marketing, and manufacturing will also attend. Depending on the project,

(continued on page 7)

Former Fellow Follow-Up: Industry Edition

(continued from page 6)

you may also have attendees from organic synthesis, formulations, or other specialty sections. A full-scale meeting might have five people attending at early stages and 20 people as the project approaches completion. Some weeks also have extra meetings with just specific members of the project group; these meetings vary greatly—sometimes it can be zero occurrences in a month or three meetings in a week.

I also attend two weekly board meetings, where members of R&D stand in front of a board and talk (one board meeting is focused on a set of projects and the other on innovation). I have one (or sometimes two) R&D meeting(s) that are attended by scientists from our site and as many as six other sites around the globe; these meetings always include higher level management. I have a weekly team meeting, which includes my manager and the people reporting to him. I attend bi-weekly Green Team meetings, where personnel from across our site discuss and implement environmental initiatives. I also attend a weekly, virtual happy hour that is hosted by my boss' boss' boss and includes scientists from across three sites.

There are tasks that you might not think of as you read the R&D scientist job description. Every member of R&D is required to perform two lab-wide safety inspections each year, audit another scientist's notebook each month, and complete monthly safety activities. Many scientists have responsibilities for ordering specific sets of lab supplies, performing regular maintenance on equipment, or being in charge during fire drills. I have had to train technical support and sales personnel on products that I helped launch. I was sent to a conference to assist with the company booth (aka support sales). I have performed quality control analysis for projects that I'm not working on. I have had to design and edit figures and legends so they would look just right on the internet or on pamphlets. Also, I have probably read more patents in the past year than papers; this makes sense now, but it was not something I expected going in.

I collaborate with an organic chemist to make specific molecules, and on a previous project I worked closely with another R&D scientist (mostly to make sure we didn't do the same experiments). When that project moved closer to completion, I had to work more closely with quality and marketing to make sure that everything was acceptable.



JEREMY



"Postdocs learn a lot from former members in my lab, so I actively encourage

current postdocs in the lab to talk to former postdocs. If former postdocs come back, they often have a meeting with the current postdocs. I think the lab network can really be a huge resource!"



~Dr. "Gigi" Storz on a realization she had since starting her own lab

(continued on page 8)

Former Fellow Follow-Up: Industry Edition

(continued from page 7)



ANDY

A typical day for me would include catching up on Quality Control comments and reviews of my work from the previous day. Following that, I will start my experimentation for the day, which could include training on a new technique, processing samples, or performing tests to validate a new test method. After I finish with experimentation for the day, I will usually write up my results and have a meeting with my supervisors or clients to review the data. If I am not performing experiments during the day, I will usually be writing or reviewing documents and comparing our test methods to FDA guidelines to ensure we are in compliance.

As for the questions posed by Jeremy, I have meetings with either clients, supervisors, team members or other departments daily. Our locations in the Baltimore area consist of hundreds of people over three shifts that are working towards a single goal, so it is necessary to keep everyone aligned and on the same page. The meeting attendees are usually people in my department and typically range from analysts to managers and occasionally department directors. We also have meetings with other departments and clients; although those are less frequent. The upside of having frequent meetings is that I work closely with a lot of people throughout the company and we know each other by name.

A typical day for me involves performing analytical tests on process samples, analyzing the results, writing reports, and communicating reports to other members on the projects. Other tasks include working on research and development projects, like developing new analytical methods or refining existing ones in response to changing requirements during product development. A typical day also includes planning and managing the resources we have available to ensure that all deadlines are met.

I usually work closely with other members of my department daily, as my primary role is to provide analytical support to the group, but I do sometimes work with people from other departments on site as well as other sites to provide analytical testing support to ongoing projects. As most of my work is very collaborative, I get to interact with a lot of people and hence know them on a first name basis.

On average, I have meetings about once a day, and they range from internal and/or external data updates to research and development meetings. These meetings are usually attended by team members, supervisors, the director and the vice-president of our department and other collaborating departments.



MEDHA

(continued on page 9)

Former Fellow Follow-Up: Industry Edition

(continued from page 8)



Earlier, Medha mentioned that she would have asked if postdoc length or the number of publications impacts landing a job in industry. What are your opinions on this?



JEREMY

I don't think either are that important. I had no published papers from my postdoc when I was interviewing for jobs. You need to have data, be able to tell a story, and have soft skills. I was being hired to innovate, so my presentation highlighted innovation. My resume listed training I completed at NIH, and I was specifically asked about the program management course I had taken. They were much more interested in why I was interested in them than they were in what papers I had in the pipeline (something they never asked about).

I agree with Medha, that this would have been good information to have before applying for an industry position. While the ability to point to publications and years of experience in a role will always be looked on favorably, it is not as important for industry as for positions in academia. Industry employers are not as concerned with a publication record or the amount of time as a postdoc. What they are concerned with is your ability to perform the required tasks in an efficient manner and how well-rounded you are as a scientist and employee. If you and another person are up for the same job, and the only difference is that you have a stronger publication record, but the other person has stronger soft skills, I think it's more likely the other person will get the job.



ANDY



MEDHA

My personal experience has been that publication number doesn't matter. People look at your lab skill sets and soft skills. Their main concern is if you are open to learning new things, can work independently, and can work collaboratively with other people when the need arises. One concern people in industry have with a long academic postdoc is that one might not adapt to the industry setting, where you play a "role" in the project as compared to managing the entire project.

If you have additional questions for these former fellows, please reach out to our editor Shana Spindler (shana.spindler@nih.gov), and she can put you in touch with Andy, Jeremy, and Medha.

Book Review: *Next Gen PhD* by Melanie V. Sinche

By Amrita Mandal, PhD

"I know what my PI does, and I don't want her job...but I'm not sure what else is out there. I plan to go on the faculty market, but I'm not sure of my chances, so I guess I should have a plan B."

If the first few lines from the book *Next Gen PhD* by Melanie V. Sinche resonate with you, then it should definitely be the next book you read. In a world where the line between an academic and alternate career blurs with each passing day, Sinche presents an unbiased reality check on current job prospects for science PhDs. This book is an important resource for PhDs, postdocs, and even undergrads who aspire for a productive career and meaningful life.

The book is divided into three parts, with the author providing step-by-step guidance—from identifying your interests to landing your dream job.

In part one, Sinche encourages taking the time to do self-exploration and to not rush into accepting a job. This includes considering the type of lifestyle you want and the people you would like to be surrounded by in your career. Next, she debunks commonly held myths about which skills are most important to employers. She urges readers to consider the 'organic skills' gained during scientific training, such as project management, data analysis, and oral and written communication. She explains how to translate 'organic skills' into 'transferable skills' catering to a specific job.

Part two presents a hard-hitting truth: being a postdoc is not a career goal and should not be a terminal step. This part of *Next Gen PhD* provides resources on how to best utilize a postdoc experience. Sinche profiles six individuals from varied professions, covering how they each made the transition to their respective fields. The book has important insights on how to network, set up informational interviews, and explore fellowship and internship opportunities.

In the third and last part of *Next Gen PhD*, the author offers insight into performing a job search, building your individual development plan (IDP), interviewing and negotiating, and most importantly, giving back to the community once you have made the transition.

The book ends with an important reminder: "You are the architect of your own career."

Next Gen PhD contains many exercises and examples to help with a career transition. Overall, I find this to be an up-to-date, data-backed resource that can help science PhDs find satisfying career paths.

Clinical Corner: Meet Dr. Iris Hartley

Iris Hartley, MD, joined the NIH's [Inter-Institute Endocrinology Training Program \(IETP\)](#) as a clinical fellow in 2017. Her research interests include rare metabolic bone diseases and disorders of mineral homeostasis—in particular, diseases related to aberrant fibroblast growth factor 23 (FGF23) homeostasis. Dr. Hartley graduated from the University of Maryland Medical School and completed her internal medicine clinical training at the University of Maryland Medical Center.

*Clinical
Corner*

We asked Dr. Hartley a few questions about herself to get to know the person behind the degree. Introducing Dr. Hartley:

Where are you from, and what influenced you to go into medicine/research?

I was born and raised in Rockville, MD, so right down the road.

I decided to go into medicine because it is a career that would allow me to have a direct positive impact on others' lives while also being intellectually challenging. I am the first physician in my family, so I didn't know exactly what I was getting into, but now I could not imagine having chosen a better career.



Iris Hartley, MD

Why did you choose this particular line of research/medicine?

In residency, I found that I enjoyed non-procedural medical specialties most. I like to understand a patient's disease and spend time understanding the underlying physiology. Endocrinology, with its pathways and feedback loops, was an obvious choice. I was ultimately drawn to bone and mineral research through my excellent mentors, and due to an interest in the fascinating rare bone diseases that are seen frequently at the NIH.

Why the NIH? What brought you here?

I have always been interested in pursuing research. Without a research background, however, it can be difficult to complete substantive projects during residency, unless you take a year off or pursue an MD-PhD. I really wanted to go to a program with significant protected research time and proven research mentorship, so that I could determine if this was the right path for me. The opportunities and mentorship at the NIH are unbelievable, and I am so glad that I ultimately made the right decision in coming here.

What is your most memorable experience so far while at the NICHD?

My most memorable experience involved taking care of a patient with metastatic tumor-induced osteomalacia. I wrote an expanded-access protocol to treat him with a novel therapy. I truly feel that I was able to extend his life and give him and his family the support they needed in a very difficult time. And by providing successful therapy to him, we were able to learn more about his underlying disease and mineral physiology in general, which will hopefully lead to improved future treatments for others as well. Treating this patient allowed me to experience the most gratifying parts of both medicine and clinical research.



Life Outside Lab

Postdoctoral fellow Dr. Carlos “Charly” Guardia (Bonifacino lab) spoke about Argentina during the virtual Hispanic/Latinx Recognition/Appreciation Activity hosted by the WorkLife Enrichment (WE) Committee on June 10, 2020.

Charly offered several “fast facts” about his home country, including that Argentina has the highest rate of movie viewing in the world—an activity he too enjoys! He also revealed that he tried to learn tango. “But to be honest, it’s a little bit hard,” he admitted. After talking about popular Argentinian foods, such as dulce de leche and the Malbec wine produced in Mendoza, he spoke about Argentina’s politics and economy. Charly highlighted that Argentina was the first country in the Americas to legalize same-sex marriage, but the politics of the country are still fragile and have a volatile history.

Neither of Charly’s parents attended college, and when it came time for him to make a career decision, he chose between his talents on the piano and his interest in science. For Charly, the allure of science won out. “The American dream is a reality, for me. With whatever talents you have or you can acquire, you can make it work,” Charly expressed at the end of his session.

The Rep Report

By Anshika Jain, PhD



As the current NICHD Basic Sciences Institutes and Centers (IC) Representative, I represent NICHD postdoctoral fellows at the Fellows Committee (FelCom) meeting every month and share the latest news with you here. Do you have a concern or question that you want brought up at the next meeting? Contact me at anshika.jain@nih.gov!

FelCom welcomes the newly elected FAES co-liaison, Jennifer Panlilio. Elections for the new FelCom basic science chair will be conducted in August. I highly encourage our fellows to consider applying for this leadership opportunity. You are required to be an active member of the committee for at least six months before applying for this position. Please contact NICHD fellow Sara Young-Baird (sara.young@nih.gov) with any questions regarding the position.

The NIH Child Care Board met last month and discussed the re-opening of child care centers operating at one-third capacity for the foreseeable future while promoting social distancing and practicing safety measures.

The National Postdoc Association (NPA) has created a repository of [COVID-19 resources](#). Email them at contact@nationalpostdoc.org if you have a COVID-19 resource you would like to share. Visit [NPA's website](#) to view past NPA webinars as a members-only benefit. Remember, all trainees at NIH have NPA membership.

The Recreation and Welfare/Health and Wellness Committee announced 30-minute virtual fitness classes. For the schedule, please visit their [Fitness-For-You](#) website.

The Visiting Fellows Committee will continue to host more social events, including movie nights, quarantine talent nights, and a game night. Notifications will be sent out via email. Please reach out to the committee chairs, Vrushali Agashe (vrushali.agashe@nih.gov) and Michael Buch (michael.buch@nih.gov), to join the English Conversation Club, hosted every 2nd and 4th Wednesday of the month.

Stay tuned for more information from FelCom in next month's newsletter.

Stay well and stay safe, everyone!

July Announcements

POSTPONED: ANNUAL NICHD FELLOWS RETREAT

The 16th Annual Meeting for Postdoctoral, Clinical, and Visiting Fellows and Graduate Students for 2020 has been postponed until the spring of 2021. We will keep you posted!

GAIN PROGRAMMING SKILLS WHILE TELEWORKING FROM HOME

During this time of extended telework, the NICHD's Bioinformatics and Scientific Programming Core (BSPC) is offering to help fellows gain valuable programming and data analysis skills. BSPC can provide several resources for learning the R programming language as well as develop custom learning plans using online resources to meet specific learning goals. If you are interested in programming and data analysis, please contact Dr. Ryan Dale at ryan.dale@nih.gov.

SUMMER WEBINAR SERIES: JOB SEARCHING AND INTERVIEWING DURING THE COVID-19 PANDEMIC

Lauren Celano, MBA, CEO ([Propel Careers](#))

Adapting Your Job Search Due to the COVID-19 Pandemic

Thursday, July 23, 11 a.m. – 12 noon

Lauren Celano will cover information to help fellows adapt their job search strategies and approaches due to the COVID-19 pandemic. Lauren will cover the following topics: (1) how to improve and leverage your online presence for specific roles/positions and increase potential career opportunities, (2) how to prepare for and excel during virtual interviews, since almost all organizations have now moved to an online interview process, and (3) how to successfully initiate and conduct informational interviews to gain insights about potential career paths.

(continued on page 15)

July Announcements

(continued from page 14)

SUMMER WEBINAR SERIES, CONTINUED

Tips to Navigate a Successful Virtual Interview Process

Wednesday, August 19, 11 a.m. – 12 noon

Lauren Celano will provide advice for how to prepare for and navigate a virtual interview process, since most companies are moving to virtual platforms such as Skype, Zoom, and WebEx during the COVID-19 pandemic. She will provide advice for tailoring responses, depending on the interviewer—HR representative, hiring manager, or direct colleague. This webinar will cover different scenarios, including one-on-one and group interviews, and interviews that require a presentation. Lauren will provide advice on questions you can ask during your interview and how to appropriately follow up after interview day. In addition, advice will be provided regarding how to evaluate and negotiate an offer.

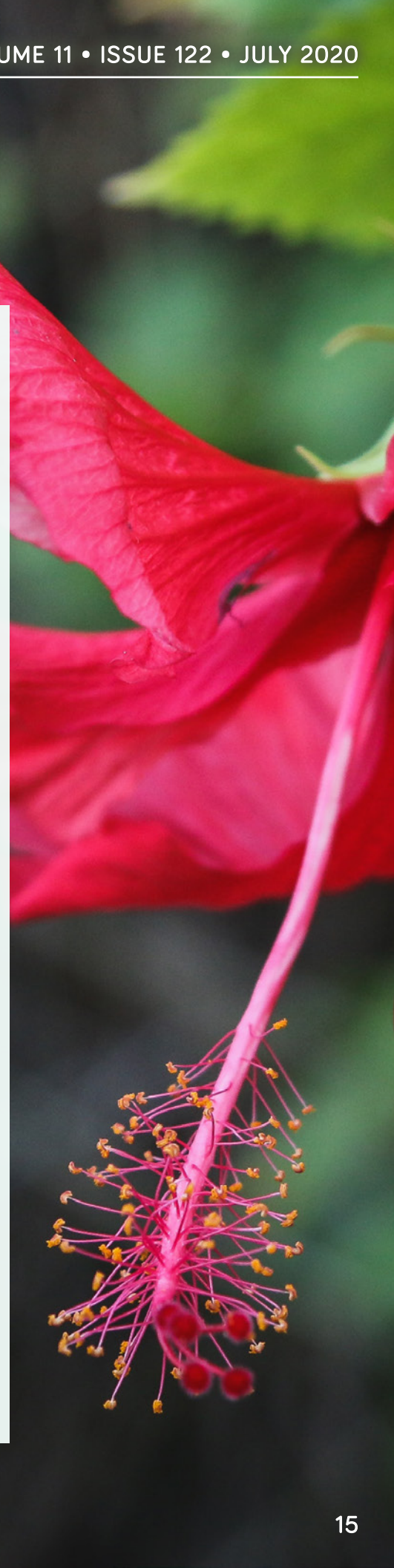
Making the Most of Your PhD and Postdoc: How to Develop Career Relevant Skills in Academia

Thursday, September 24, 1 – 2 p.m.

This webinar will provide advice on ways to proactively build, develop, and enhance specific skills during your PhD or postdoctoral training in order to build transferrable skills that are valuable for your career. Lauren will provide an overview of skills useful for both research and non-research careers such as consulting, business development, communications, and medical affairs. She will also highlight ways to build transferrable skills such as collaboration, leadership, management, and presentation skills, as well as hard skills like budgeting, vendor management, protocol development, and writing. Additionally, she will showcase ways to highlight these skills on a resume so that organizations looking to hire you are aware of the value you bring to them.

Please email Ms. Monica Cooper (cooperm@mail.nih.gov) if you are planning to participate in any or all of these webinars.

(continued on page 16)



July Announcements

(continued from page 15)

PRAT PROGRAM NOW ACCEPTING APPLICATIONS

Submission Deadline: October 2, 2020

Each year, NIGMS accepts applications for the Postdoctoral Research Associate (PRAT) Program, a competitive fellowship program for intramural postdocs that provides research training in the basic medical sciences. This award provides three years of stipend support for intramural training in various research areas such as cell biology, biophysics, genetics, developmental biology, pharmacology, physiology, biological chemistry, computational biology, technology development and bioinformatics.

For eligibility and submission information, please visit the NIGMS PRAT website: <https://www.nigms.nih.gov/training/pages/prat.aspx>. The Office of Education is offering a virtual information session for NICHD fellows on **Wednesday, July 22, at 10 a.m.** to discuss the PRAT application submission. Please email Erin Walsh (erin.walsh@nih.gov) if you would like to attend.



July Events

WEDNESDAY, JULY 22, 10 AM

Virtual Postdoctoral Research Associate (PRAT) Program information session

The Office of Education is offering a virtual information session for NICHD fellows to discuss in detail how to prepare for this NIH application submission, and more importantly, provide you with some useful documents. Please email Erin Walsh (erin.walsh@nih.gov) if you would like to attend.

THURSDAY, JULY 23, 11 AM – 12 NOON

Webinar: Adapting Your Job Search due to the COVID-19 Pandemic

Lauren Celano, MBA, CEO, ([Propel Careers](#))

In this webinar, Lauren Celano will cover information to help fellows adapt their job search strategies and approaches due to the COVID-19 pandemic. More information available in the [July Announcements](#). Please contact Ms. Monica Cooper (cooperm@mail.nih.gov) to register for this webinar.

FRIDAY, JULY 31, 3 – 4:30 PM

Faculty Positions: Options Beyond the Traditional

Sydella Blatch, PhD, NIGMS

As graduate students and postdocs, we get a lot of exposure to research-based faculty positions, but what other kinds of faculty jobs are out there? Find out what it can be like for faculty at mid-sized and small universities, liberal arts and community colleges, and other kinds of faculty appointments at research-intensive universities such as lecturers and research professors. Discover ideas for what you can do now and ways to convey your skills in the job application. This seminar will be given by Dr. Sydella Blatch, a former associate professor of biology at a primarily undergraduate institution and adjunct professor at a community college and R2 research university. She is now a program officer in the NIGMS Division of Training, Workforce Development and Diversity.

Please contact Ms. Monica Cooper (cooperm@mail.nih.gov) to register for this virtual workshop.

ONGOING EVENTS AROUND CAMPUS

NIH-Wide Office of Intramural Training and Education (OITE) Events

For more information and registration, please visit [Upcoming OITE Events](#).

NIH Library Training and Events

For more information and registration, please visit the [NIH Library Calendar](#).

